

Illini Bluffs Federation of Teachers

Final Offer

July 27, 2011

The Union and the Board of Education have reached agreement in principle on several items, but have not signed off on them individually because they were included as part of package proposals. The Union will follow the same format as the District and will divide its Final Offer into two parts, those in which agreement in principle has been reached and those in which there has not been an agreement.

Items on which the parties have reached an agreement:

1. The salary of members of the bargaining unit shall be increased by 2% in 2011-2012, by 1% in 2012-2013, and by 2% in 2013-2014, said increase to include the vertical step, as set forth on the salary schedules presented on June 2, 2011 but with the subsequent agreement to add a step in the MA + 30 column in each of the three years of the agreement.

Rationale:

The Union proposed and agreed to a salary increase that is fiscally responsible based on the District's budget. The Non-Certified Staff and all Exempt Employees will receive a 3% increase in 2011-2012 which is 1% higher than the Certified Staff proposed and agreed to. Our proposed salary schedule will cost the district \$215,709.91 less in 2011-2012 than it did in 2010-2011, and will cost the district \$185,224.69 less in 2012-2013 than it did in 2010-2011 and will cost the district \$167,191.49 less in 2013-2014 than it did in 2010-2011.

2. The salary of "grandfathered" teachers shall reflect a 2% increase in 2011-2012, a 1% increase in 2012-2013, and a 2% increase in 2013-2014, as set forth in Appendix C, Certified Staff Salary List, as follows:

	<u>2011-2012</u>	<u>2012-2013</u>	<u>2013-2014</u>
Ann Allison	59,857	60,456	61,665
Stephen Bishop	41,588	42,044	42,844
Karen Brown	56,289	56,852	57,989
Peggy Carr	49,510	50,005	51,005
Nancy Meyer	51,667	52,184	53,228
Geri O'Neill	50,065	50,566	51,577
Jenifer Schafer	44,411	44,855	45,752
Troy Teel	45,048	45,498	46,408
Peggy Dunlap	53,694	54,231	55,316

The footnote on Appendix C will set forth that no additional teachers will be “grandfathered” as being off schedule.

Rationale:

In an effort to keep the original intent of “grandfathering,” the Union felt it was appropriate to continue to keep the employees listed above as “grandfathered” and give them the same percentage increases as the rest of the Certified Staff.

3. The Extra Duty Salary Schedule the Federation proposed on June 2, 2011, but with the Basketball Head Coach decreased to 13.5% and the Wrestling Head Coach increased to 11.5%

Rationale:

The Union researched extra duty salaries at comparably sized districts, and considered the board’s original proposal on Extra Duty pay. The Extra Duty Salary Schedule proposed by the Union was a compromise of these numbers.

4. The School District’s contribution towards the cost of health insurance premiums will be as follows:

2011-2012, 90% of the cost for the employee and 80% of the cost for dependents
2012-2013, 85% of the cost for the employee and 75% of the cost for dependents
2013-2014, 85% of the cost for the employee and 75% of the cost for dependents

Rationale:

The School District stands to realize an 11.25% reduction in insurance premiums for the 2011-2012 fiscal year. In being fiscally responsible, the Union agreed to a concession of 5% of the cost of health insurance premiums in year two and year three of the Agreement.

5. Compensation in Recognition of Performance as Board proposed on May 12, 2011 but with the addition that those members of the Committee who are teachers shall be appointed by the Federation and that any recommendations of the Committee are subject to adoption by the Federation and the Board of Education.

Rationale:

N/A

6. Retain Article VIII, section M, Retirement Incentive Plan, in the Agreement but change all references from 6% to 5%.

Rationale:

In an effort to be fiscally responsible, based on the District’s budget, the Union agreed to a concession of 1% in the Retirement Incentive Plan.

Items on which the parties have not reached agreement:

1. The Illini Bluffs Federation of Teachers recognizes their role in advocating a drug and alcohol free learning environment, as well as their responsibility as role models, a role they do not take lightly. To this aim, the IBFT proposes a reasonable cause testing program that allows school administrators to require certified staff to submit to a drug and/or alcohol test should there be reasonable cause to do so. The details of such program would be defined in a memorandum of understanding between the IBFT and the Board of Education.

Rationale:

While neither mandatory, random drug testing nor cause testing is an industry standard in the education profession, the Union offered the Board of Education a plan that would allow an administrator to deal with an employee drug problem if they ever have cause to do so. The Board admitted they have no specific concerns with any teacher or reason to believe a teacher has a problem. The Union looked at the \$6,000 or more cost of the district's policy and proposed the probable cause policy because they felt the cost of random testing would be better spent on students and classrooms.

Cost:

Unless the administration invokes its rights under the probable cause testing language, there is no cost to this program.